



UC-AFT NEWSLETTER

November 1996

University Faculty, Librarian and Professional Union
AFT Local 1474, Berkeley & San Francisco Campuses

SUPPORT THE AGSE STRIKE!

The University of California has rejected settlement offers made by AGSE/UAW, SAGE/UAW at UCLA and ASE/UAW at UC-San Diego. All three unions are set for a rolling strike during the week of November 18. This will be the first statewide strike of a majority of GSIs in the UC system. UCLA will walk out Monday, November 18th. If UC does not agree to recognition by 5 pm that day, UCSD is set to walk out beginning Tuesday. If no agreements are reached, **BERKELEY WILL WALK OUT ON WEDNESDAY, NOVEMBER 20.**

UC-AFT urges all members to support GSIs in their struggle to obtain collective bargaining rights. While our contract contains a despicable "no strike" clause, we can support our fellow workers by arranging to take the day(s) off. For those who cannot do this, you can show your support by wearing a red ribbon on your left arm. Red ribbon will be available from AGSE at 2372 Ellsworth, Berkeley, CA, 94704. Limited office hours: call ahead (549-3863). You can also make a request for ribbon or a sign via email (mail to local 1474cft@igc.org). You can also show support during your break or during lunch by joining the picketers or by putting a sign on your office door "I support AGSE".

"THE UNIVERSITY": LOVE IT AND FIGHT IT

A Message From Our New President:

In most ways, the University of California is a great place to work, especially for the teaching professionals -- Librarians and Lecturers -- in our bargaining units. The people we work with are bright and active. It's fun teaching our students. As employers go, the University is pretty good; for example, we have an excellent benefits package. We can feel that our work is important to society. Our situation is not at all like that of the coal miners or assembly line workers who are the prototypical union members.

Still, when you do have a problem here, the administration is not always cooperative about solving it. For example, during my first four or five years as a Lecturer at Berkeley, the University always took forever to get around to renewing my contract. Sometimes it was October before they

started paying me for the classes I was teaching! I got the back pay eventually, each year, but meanwhile I had to budget very carefully or borrow from friends. It's not that anyone was trying to hurt me; the bureaucrats just had more important things to think about than a mere Lecturer. And my experience isn't unique. Many Lecturers and Librarians can tell similar stories.

Right now, we seem to be at an important turning point. Until this year, the University treated the members of our units like the research faculty when it came to salary adjustments. This year they've drawn a line between us. The research faculty get a big raise because they're unique and the salaries at UC have to be competitive with other institutions. But librarians and lecturers, they think, are more easily replaced; we need our jobs more than they need us. In the last round of contract negotiations, the best we could do was to postpone by a year the drastic reduction in cost-of-living adjustments that the University plans for us. Until now, it was easy for a lecturer or a librarian to think, "I'm a professional. Why do I need a union?"

That sentiment, the idea that we're too elite to band together like other workers, keeps our union weak. Our membership is only a small fraction of our bargaining units. And we are only one of half a dozen campus unions, each representing a different category of employee. No-strike clauses in our contracts prevent us from supporting those other workers when their contracts are being bargained. And the University has put us on notice that our professional status won't protect us in future budget cuts.

Even as weak as we are, the union can do a lot for individual members of the units who have specific job-related problems. We can support you in the arcane and frustrating grievance process. But if we are to be truly effective in representing you, we need a dramatic change. Personally, I'd like to see **ONE** campus union representing all employees; then we'd have the strength to put up a real fight at the bargaining table. That's not going to happen any time soon, but meanwhile, Librarians and Lecturers must overcome the idea that professionals are somehow demeaned by joining a union. **IF YOU'RE IN THE BARGAINING UNIT, JOIN THE UNION!**

Brian Harvey
President
UC-AFT Local 1474



**IN MEMORIAM:
MARIO SAVIO'S LEGACY WILL
NEVER BE FORGOTTEN!**

On Wednesday, November 5, as my friends and I were leaving work early evening, we heard the Campanile sound an ominous gong. Students had taken it over in protest of the passage of Proposition 209, the anti-affirmative action legislation, but I remember thinking to myself that it sounded like a death knoll. Later, when I reached my car and turned on the radio, the first thing I heard was "Mario Savio, noted activist of the Free Speech Movement, passed away at 5:10 pm today".

"Noted activist" is hardly a just epitaph. It is a rare moment in history when one person can change it, or make the world a better place in which to live. Mario Savio was such a person when in 1964 he helped organize a student revolt which was heard around the world, including Tokyo Japan, where I and my student friends, followed all the FSM news on a daily basis. It was inspiring!

The Free Speech Movement which began in the Fall of 1964 and culminated in a mass sit-in on Dec. 2-3, was the first instance of the use on the Berkeley campus of the non-violent civil disobedience tactic, as used by the civil rights movement. The student rebels then borrowed labor's tactic and called for a strike in support of the 800 students who had been arrested. When a UCB faculty member criticized the FSM, Mr. Paul Schrade, Regional Director of the UAW, said the members were "proud of the fight the FSM has been making at Berkeley. The labor movement could use more Savios and people like him in its ranks." It is interesting to note that today, a UCB faculty member is quoted as saying, "(Mario Savio) represents the very best of that generation. In making this a free, open, pluralistic campus tolerant of diverse views and expressions, Mario Savio deserves a great deal of credit--as much as any of our Nobel Laureates."

How ironic that now, more than thirty years later, the issues Savio and his fellow students fought for are still valid struggles! Savio once said that

"free speech was in some ways a pretext--you know, when you seed a cloud...It was a little speck of dust around which...people could gain the community that they formerly lacked...That what we all have a hunger for (is) to break down the walls of the intellectual ghetto." Referring to the alienation that he felt as a student in a bureaucratic, depersonalizing institution, his words then ring true today, that "all these people want to be relevant--a fantastic reservoir of talent which is permanently kept from being relevant." His speeches and writings rail against a University which was run by "unresponsive bureaucrats", where "arbitrary power" and bad decisions were tyrannically imposed upon the students without any communication or input.

He spoke of how the University's emphasis on research rather than teaching caused undergraduate education to suffer and how undergraduates had become the "new dispossessed; the heart had been taken from (their) education." "It is a bleak scene", he said, and unfortunately not much unlike what is happening in some departments at UCB today. For example, after four years of downsizing and "reorganizations", the the Moffitt Undergraduate Library has been reorganized out of existence (this, after the campus has tried for the last thirty years to improve services to undergraduate students). Knowledgeable, experienced, dedicated Librarians are now the new class of "dispossessed" as they are being displaced, demoted or forced into very early retirement, and the few rights currently safeguarded by the Union Contract, ravaged and destroyed. This seems particularly misguided as the World enters a new "Information Age", and Librarians are needed now more than ever before.

But it need not be this way. Mario Savio showed us that. During one of the 1964 speeches, Savio made a plea to the faculty when he said "And I'd like to talk ... to ...faculty members who were our allies once who are unsure whether they should be our allies today." Let's not forget his legacy. Join your Union! Help us build a stronger, better Union so that we can win more victories, victories we know can happen. The Free Speech Movement was the chrysalis from which the Civil Rights movement became stronger, the anti-Vietnam war movement, women's rights and affirmative action was born. People can determine the outcome of their lives -- in Unity there IS strength!

The Editor

Memorial Services TBA.

LIBRARIANS & LECTURERS WIN COLAs, OTHER GAINS IN LATEST ROUND OF CONTRACT NEGOTIATIONS!

LIBRARIANS (UNIT 17) UPDATE:

On Tuesday, June 4, the UC-AFT Librarian Negotiating Team reached a tentative agreement with University representatives on wage and duration provisions of the current collective bargaining agreement for Unit 17. Highlights of that agreement include:

- A 3% across the board pay raise for all unit members paid retroactively to October 1, 1995.
- A continuation of the "pass through" or "parity" language for COLA adjustments given other academic employees (Senate) in 1996 and 1997. Under this language librarians will receive the same general range adjustments expected to be given other academic employees in October of each year.
- An extension of the current MOU until June 30, 1998.
- Language allowing reopened negotiation of up to 4 non-salary articles in Spring 1997.
- Language allowing for the negotiation of other librarian salary range adjustments based on such considerations as equity and comparative salaries.

The settlement represents a **substantial** improvement over initial University proposals calling for an end to all salary pass-throughs, disassociation of librarians from their traditional University standing as "academic" employees rather than "staff" employees, and a pay raise of only 1.5% payable late in the 1995-96 fiscal year. The quality of the settlement is fully attributable to the skill and perseverance of UC-AFT librarian negotiators, the organizing activities of hundreds of librarians throughout the system, and literally thousands of faculty, students and employees who joined to protest the University's treatment of its librarians.

UC Berkeley Librarians present at the meeting on June 14th, ratified the settlement agreement unanimously.

LECTURERS (UNIT 18) UPDATE: *How About a 4% Raise??*

On August 23, 1996 UC-AFT Lecturers Bargaining Team reached a tentative agreement with the University on a 1996-97 lecturer wage increase. Highlights of the agreement are as follows:

- Lecturers will receive a 4.5% across-the-board pay increase effective October 1, 1996. This amount is identical to that scheduled for Senate faculty and exactly double the amount previously announced for lecturers by the UC President.
- The term of the present collective bargaining agreement has been extended until June 30, 1999.
- Lecturers will be provided the same "general" range adjustments as Senate faculty in 1997-98. This pass through arrangement does not apply to special Senate faculty wage adjustments related to market conditions. A 2% increase is anticipated for October 1, 1998. A similar pass through arrangement will also apply for fiscal year 1998-99, but there is, as yet, no projected percentage amount.
- In Spring 1988, either side may elect to open one contract article for renegotiation.
- Current "no strike" and "waiver" language will remain in the MOU.

Each campus local will now be asked to ratify the proposed agreement according to local procedures. Berkeley ratified the new language at their Sept. 12 meeting.

Seldom is there ever an absolute victory in the various efforts to protect the rights of employees and students alike. There are times, however, where hard work and principled positions combine to produce relative victories. This is one of those occasions. In any absolute sense, it would be impossible to characterize a 4.5% raise coupled with the elimination of valued Senate parity language as a success. Even with the parity language, there was **NO REAL ECONOMIC PARITY WITH TENURE TRACK FACULTY**. Relatively speaking, though, any time one can move the UC Administration as far as this small union has done, success has been achieved.

CONTRACT SETTLEMENTS, Cont'd

Despite these handicaps, at the bargaining table, the union extracted a substantial price for the elimination of the contract's traditional approach to lecturer/Senate parity. Last January, the UC President's office announced the probability of a 2% raise in 1996-97 for all non-senate faculty, but in reality, the University had positioned itself to give lecturers but a 1% raise. In that context, the union extracted an additional 3% from the University in this round of bargaining, money which it most certainly never intended to pay lecturers. The union's efforts will result in tens of thousands of additional dollars for each unit member.

This contractual gain should be converted by every union member into a bigger membership base. This year the message should go out to every non-dues paying lecturer "UCAFT got you 3% extra; share 1% with us in the form of union membership dues!!"

From Karen Maxson, CFT Staff: I've had the pleasure of working with the warrior Purcell for about 6-7 years now and rarely have I seen him hit, as a staff contract negotiator, two major home runs, as he did this year. He certainly is not afraid to step up to the base. Bargaining team members, Mike Rotkin, lead member negotiator, Chuck Atkinson, Santa Cruz and George Yatchison, Santa Barbara are also greatly thanked for their commitment to UC teachers. Due to their leadership, the check is in the mail! (Let's bring more new lecturers into leadership roles on every campus!).

Congratulations Librarians & Lecturers!! WE DESERVE A RAISE!

"There comes a time when the operation of the machine becomes so odious, makes you so sick at heart, that you cannot take part; you cannot even tacitly take part. And you've got to put your bodies upon the wheels, and the gears and all the apparatus, and you have to make it stop. An you have to make it clear to the people who own it, and to the people who run it, that until you are free their machine will be prevented from running at all."

Mario Savio, 1964.

CFT NOW ON THE WEB!

Don Ainsworth sends us the following news about the new CFT website:

Check it out at : <http://www.cft.org>

There are major sub-divisions for each of the four Councils, including UC. We now are carrying two small news articles relating to contract settlements on the UC page. There are endless possibilities for communicating both with the membership and with the public using the WWW.

I will handle any material you care to submit for the UC pages. The easiest way to do this is simply paste your material into an email to me at don@cft.org. If the material requires extensive formatting, like a table, chart, etc, you can attach a word processor file to your email. I can handle nearly any PC word processor file. If you are using the Mac, you'll need to convert your files for me into either RTF(interchange) format, or ASCII. I hope this will not present a problem.

I do not envision my duties as editorial in any way, although I may make some suggestions periodically. You folks decide what is posted for your constituencies. Material that reaches me will normally be posted to the website within 24 hours.

If you have additional ideas about what might be included on the UC page, please let me know. A wide array of possibilities are available. If there is a newsletter from UC, you might post an electronic edition on your page. We can make documents available for downloading by FTP for your viewers. I am running a BBS-type application on my local's website...we could do that if you like. The sky's pretty much the limit.

The most important thing you can do to make your pages a success, however, is to find ways of letting your members know that it is there. And keeping your material current will attract repeat visitors.

Hope this helps the UC get its web program off the ground. Let me know how I can be of additional service.

*Don Ainsworth
Pres Local 2119*

UC-AFT MEMBERSHIP FORM

Full Campus Address: _____

Campus Phone: _____

Home Address: _____

Home Phone: _____

UC-AFT dues are .00969 of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. Dues are .01069 of gross monthly salary for librarians and non-senate faculty who have exclusive representative. In either case, dues are capped at \$46.00. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may be deductible for federal tax purposes. Please check with your tax consultant.

EMPLOYMENT ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

PLEASE
PRINT
OR
TYPE

			CAMPUS	LOC	EMPLOYEE I.D.	DATE	
			ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING			DATE	
			MONTHLY DEDUCTION				
LAST NAME	FIRST	MIDDLE INITIAL		ENROLL	CANCEL	CURRENT AMOUNT	
DEPARTMENT EMPLOYED AT U C			DUES	✓			
TITLE AT U C			INITIATION FEES				
ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)			GENERAL ASSESSMENT				
				TOTAL			

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me — allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof — or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE

DATE

FOR UNIVERSITY USE ONLY

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TRAN CODE	EMPLOYEE ID NO.	DATE	ELEMENT NO	BAL CO	AMOUNT
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X1		. .	6	G
X1		. .	6	G

RETENTION: 1 YEAR AFTER INACTIVE — ACCOUNTING OFFICE

UC-AFT Local 1474
c/o Mari Miller
5464 Jonathan Drive
Newark, CA 94560

ADDRESS CORRECTION REQUESTED!



Berkeley/SF
Local 1474

Davis
Local 2023

Irvine
Local 2226

Los Angeles
Local 1990

Riverside
Local 1966

San Diego
Local 2034

Santa Barbara
Local 2141

Santa Cruz
Local 2199

NEW OFFICERS FOR UC-AFT LOCAL 1474

Get to know your Union officers. Take a lunch or coffee break with one of us. Talk strategies, coalition building, philosophy. Send us email individually, or to: local1474cft@igc.org

President:

Brian Harvey
Lecturer, EECS/Computer Sciences
781 Soda Hall
642-8311
bh@cs.berkeley.edu

Vice-President:

Michael Levy
Librarian, Law Library
217 Boalt Hall
643-4025
mlevy@library.berkeley.edu

Grievance Representative:

Susana Hinojosa
Librarian, G/SSI
223 Doe Library
643-9347
shinojos@library.berkeley.edu

Secretary/Newsletter Editor:

Mari Miller
Librarian, H/AS
202 Doe Library
643-7202
mmiller@library.berkeley.edu

Treasurer:

Beth Sibley
Librarian, G/SSI
223 Doe Library
643-0880
bsibley@library.berkeley.edu

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